

Appendix 2: General Classification Group Regional Data by Class

Central Region

Account Clerk

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Account Clerk II	\$2,364	\$2,876					\$879	\$90	\$9			\$220	\$4,074
City of Bakersfield	Account Clerk II	\$2,601	\$3,162			\$253		\$968					\$46	\$4,429
City of Fresno	Account Clerk II	\$2,399	\$2,894				\$658						\$42	\$3,594
City of Modesto	Account Clerk	\$2,715	\$3,300		\$33	\$218		\$812					\$48	\$4,411
City of Santa Barbara	Accounting Assistant	\$3,534	\$4,296			\$36		\$848	\$79	\$10			\$62	\$5,331
City of Stockton	Accounting Office Assistant II	\$2,943	\$3,779			\$265		\$1,054					\$55	\$5,152
City of Visalia	Sr. Accounting Assistant	\$3,014	\$3,789					\$950					\$55	\$4,794
County of Fresno	Account Clerk II	\$2,073	\$2,645					\$642					\$202	\$3,489
County of Kern	Fiscal Support Technician	\$2,479	\$3,027	\$61				\$1,175					\$232	\$4,494
County of Merced	Account Clerk II	\$2,085	\$2,531	\$63				\$1,130	\$93	\$17			\$194	\$4,027
County of San Joaquin	No Comparable Class													
County of Tulare	Account Clerk	\$1,868	\$2,277				\$354						\$174	\$2,805
Federal Government	Fiscal Accounts Clerk	\$2,471	\$3,212		\$161			\$697					\$239	\$4,309

Base Salary Median		\$3,162
Base Salary Mean		\$3,174
Percentage Above or Below Median		-9.94%
Percentage Above or Below Mean		-10.36%

Total Compensation Median	\$4,411
Total Compensation Mean	\$4,258
Percentage Above or Below Median	-8.26%
Percentage Above or Below Mean	-4.51%

Number of Comparable Matches	11
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Biologist	\$4,633	\$5,584					\$879	\$90	\$9			\$427	\$6,989
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Biologist	\$4,530	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$5,890
Base Salary Mean		\$5,890
Percentage Above or Below Median		-5.48%
Percentage Above or Below Mean		-5.48%

Total Compensation Median	\$7,320
Total Compensation Mean	\$7,320
Percentage Above or Below Median	-4.74%
Percentage Above or Below Mean	-4.74%

Number of Comparable Matches	1
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Building Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Building Maintenance Worker	\$3,186	\$3,497					\$879	\$90	\$9			\$268	\$4,743
City of Bakersfield	Trades Maintenance Worker	\$2,905	\$3,531			\$282		\$968					\$51	\$4,833
City of Fresno	Property Maintenance Worker II	\$2,874	\$3,494				\$658						\$51	\$4,203
City of Modesto	Maintenance Worker II	\$2,924	\$3,554		\$36	\$235		\$812					\$52	\$4,688
City of Santa Barbara	No Comparable Class													
City of Stockton	Facilities Maintenance Worker II	\$2,706	\$3,307			\$231		\$1,054					\$48	\$4,640
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Maintenance Worker	\$2,335	\$2,851	\$57				\$1,175					\$218	\$4,301
County of Merced	Building Maintenance Worker II	\$2,685	\$3,269	\$63				\$1,130	\$93	\$17			\$250	\$4,822
County of San Joaquin	Crafts Worker II	\$2,933	\$3,564				\$1,477						\$273	\$5,314
County of Tulare	Maintenance Worker II	\$2,504	\$3,052				\$454						\$233	\$3,739
Federal Government	Maintenance Worker	\$2,479	\$2,891		\$145			\$697					\$215	\$3,948

Base Salary Median		\$3,307
Base Salary Mean		\$3,279
Percentage Above or Below Median		5.43%
Percentage Above or Below Mean		6.23%

Total Compensation Median	\$4,640
Total Compensation Mean	\$4,499
Percentage Above or Below Median	2.15%
Percentage Above or Below Mean	5.14%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Carpenter

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Carpenter I	\$3,660	\$4,012					\$879	\$90	\$9			\$307	\$5,297
City of Bakersfield	No Comparable Class													
City of Fresno	Maintenance Carpenter	\$3,385	\$4,117				\$658						\$60	\$4,835
City of Modesto	Building Maintenance Mechanic	\$3,308	\$4,021		\$40	\$265		\$812					\$58	\$5,197
City of Santa Barbara	Carpenter	\$3,984	\$4,842			\$40		\$848	\$79	\$10			\$70	\$5,890
City of Stockton	Craft Maintenance Worker II	\$3,699	\$4,520			\$316		\$1,415					\$66	\$6,317
City of Visalia	No Comparable Class													
County of Fresno	Maintenance Carpenter	\$3,910	\$4,105					\$642					\$314	\$5,061
County of Kern	Maintenance Carpenter	\$3,150	\$3,845	\$77				\$1,175					\$294	\$5,391
County of Merced	Building Maintenance Worker III	\$2,962	\$3,604	\$63				\$1,130	\$93	\$17			\$276	\$5,182
County of San Joaquin	Crafts Worker III	\$3,742	\$4,548				\$1,477						\$348	\$6,373
County of Tulare	No Comparable Class													
Federal Government	Carpenter	\$3,205	\$3,742		\$187			\$697					\$279	\$4,905

Base Salary Median		\$4,105
Base Salary Mean		\$4,149
Percentage Above or Below Median		-2.32%
Percentage Above or Below Mean		-3.42%

Total Compensation Median	\$5,197
Total Compensation Mean	\$5,461
Percentage Above or Below Median	1.89%
Percentage Above or Below Mean	-3.10%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Chemist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Chemist	\$4,560	\$5,605					\$879	\$90	\$9			\$429	\$7,012
City of Bakersfield	No Comparable Class													
City of Fresno	Inorganic Chemist	\$3,824	\$4,628				\$658						\$67	\$5,353
City of Modesto	No Comparable Class													
City of Santa Barbara	Laboratory Analyst II	\$4,315	\$5,245			\$44		\$848	\$79	\$10			\$76	\$6,302
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Public Health Chemist II	\$3,648	\$4,433					\$642					\$339	\$5,414
County of Kern	No Comparable Class													
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Chemist	\$4,530	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$4,937
Base Salary Mean		\$5,049
Percentage Above or Below Median		11.93%
Percentage Above or Below Mean		9.92%

Total Compensation Median	\$5,858
Total Compensation Mean	\$6,097
Percentage Above or Below Median	16.46%
Percentage Above or Below Mean	13.04%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Dietician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Dietician	\$3,320	\$4,132					\$978					\$316	\$5,426
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	Nutritionist	\$4,153	\$5,053					\$1,130	\$93	\$17			\$387	\$6,680
County of San Joaquin	Clinical Dietitian II	\$4,027	\$4,895				\$1,394						\$374	\$6,663
County of Tulare	Dietician I	\$4,139	\$5,045				\$409						\$386	\$5,840
Federal Government	Dietician	\$3,744	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$5,049
Base Salary Mean		\$5,221
Percentage Above or Below Median		-22.19%
Percentage Above or Below Mean		-26.35%

Total Compensation Median	\$6,672
Total Compensation Mean	\$6,626
Percentage Above or Below Median	-22.95%
Percentage Above or Below Mean	-22.11%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Social Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Social Worker	\$5,971	\$7,233					\$978					\$105	\$8,316
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Licensed Mental Health Clinician	\$4,387	\$5,598					\$642					\$428	\$6,668
County of Kern	Mental Health Therapist II	\$4,837	\$5,905	\$118				\$1,175					\$452	\$7,650
County of Merced	Mental Health Clinician II	\$4,276	\$5,203					\$1,130	\$93	\$17			\$398	\$6,841
County of San Joaquin	Clinical Social Worker II	\$4,527	\$5,502				\$1,394						\$421	\$7,317
County of Tulare	Licensed Social Worker	\$5,171	\$6,302				\$649						\$482	\$7,433
Federal Government	Social Worker	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$5,752
Base Salary Mean		\$5,928
Percentage Above or Below Median		20.48%
Percentage Above or Below Mean		18.04%

Total Compensation Median	\$7,375
Total Compensation Mean	\$7,424
Percentage Above or Below Median	11.31%
Percentage Above or Below Mean	10.73%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Construction Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Construction Supervisor I	\$4,837	\$5,878					\$1,013					\$450	\$7,341
City of Bakersfield	No Comparable Class													
City of Fresno	Chief of Facilities Maintenance	\$5,733	\$6,947				\$658						\$101	\$7,706
City of Modesto	No Comparable Class													
City of Santa Barbara	Facilities Maintenance Supervisor	\$5,112	\$6,214			\$52		\$848	\$79	\$10			\$90	\$7,293
City of Stockton	Senior Facilities Maintenance Supervisor	\$5,004	\$6,425			\$450		\$1,415					\$93	\$8,383
City of Visalia	No Comparable Class													
County of Fresno	Maintenance Services Supervisor	\$4,632	\$5,106					\$642					\$391	\$6,139
County of Kern	Maintenance Supervisor	\$3,788	\$4,625	\$93				\$1,175					\$354	\$6,246
County of Merced	Building Maintenance Supervisor	\$4,092	\$4,978	\$63				\$1,130	\$93	\$17			\$381	\$6,661
County of San Joaquin	Crafts Worker IV	\$4,006	\$4,871				\$1,477						\$373	\$6,721
County of Tulare	Maintenance Supervisor	\$3,292	\$4,012				\$389						\$307	\$4,707
Federal Government	Maintenance Supervisor	\$4,222	\$4,924		\$246			\$697					\$367	\$6,234

Base Salary Median		\$4,978
Base Salary Mean		\$5,345
Percentage Above or Below Median		15.31%
Percentage Above or Below Mean		9.07%

Total Compensation Median	\$6,661
Total Compensation Mean	\$6,677
Percentage Above or Below Median	9.25%
Percentage Above or Below Mean	9.05%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Delineator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Delineator	\$3,738	\$4,544					\$879	\$90	\$9			\$348	\$5,870
City of Bakersfield	No Comparable Class													
City of Fresno	Senior Engineering Technician	\$3,920	\$4,732				\$658						\$69	\$5,459
City of Modesto	Senior Civil Engineering Assistant	\$4,449	\$5,407		\$54	\$357		\$812					\$78	\$6,708
City of Santa Barbara	Engineering Technician III	\$4,105	\$4,989			\$42		\$848	\$79	\$10			\$72	\$6,040
City of Stockton	Sr. Engineering Technician	\$4,248	\$5,454			\$382		\$1,054					\$79	\$6,969
City of Visalia	No Comparable Class													
County of Fresno	Senior Engineering Technician	\$3,934	\$4,784					\$642					\$366	\$5,792
County of Kern	Drafting Technician III	\$4,002	\$4,885	\$98				\$1,175					\$374	\$6,531
County of Merced	No Comparable Class													
County of San Joaquin	Senior Cadastral Technician	\$3,479	\$4,228				\$1,477						\$323	\$6,028
County of Tulare	Drafter III	\$2,809	\$3,423				\$377						\$262	\$4,062
Federal Government	Engineer Technician GIS-CADD	\$4,530	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$4,885
Base Salary Mean		\$4,866
Percentage Above or Below Median		-7.50%
Percentage Above or Below Mean		-7.08%

Total Compensation Median	\$6,040
Total Compensation Mean	\$6,101
Percentage Above or Below Median	-2.90%
Percentage Above or Below Mean	-3.94%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Engineering Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Transportation Engineering Technician	\$3,922	\$4,766					\$879	\$90	\$9			\$365	\$6,109
City of Bakersfield	Engineering Technician I	\$4,038	\$4,908			\$393		\$968					\$71	\$6,340
City of Fresno	Engineering Technician II	\$3,380	\$4,087				\$658						\$59	\$4,804
City of Modesto	Civil Engineering Assistant	\$4,030	\$4,899		\$49	\$323		\$812					\$71	\$6,154
City of Santa Barbara	Engineering Technician II	\$3,905	\$4,747			\$40		\$848	\$79	\$10			\$69	\$5,792
City of Stockton	Engineering Technician II	\$3,835	\$4,920			\$344		\$1,054					\$71	\$6,390
City of Visalia	Engineering Technician	\$3,396	\$4,270					\$950					\$62	\$5,282
County of Fresno	Engineering Technician II	\$3,432	\$4,170					\$642					\$319	\$5,131
County of Kern	Engineering Technician II	\$4,002	\$4,885	\$98				\$1,175					\$374	\$6,531
County of Merced	Engineering Technician II	\$2,992	\$3,638	\$63				\$1,130	\$93	\$17			\$278	\$5,219
County of San Joaquin	Engineering Assistant II	\$4,418	\$5,370				\$1,477						\$411	\$7,258
County of Tulare	Engineering Technician II	\$3,349	\$4,082				\$390						\$312	\$4,784
Federal Government	Engineering Technician	\$3,390	\$5,361		\$268			\$697					\$399	\$6,725

Base Salary Median		\$4,816
Base Salary Mean		\$4,611
Percentage Above or Below Median		-1.05%
Percentage Above or Below Mean		3.24%

Total Compensation Median	\$5,973
Total Compensation Mean	\$5,868
Percentage Above or Below Median	2.21%
Percentage Above or Below Mean	3.95%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Graphic Designer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Graphic Designer II	\$3,705	\$4,503					\$879	\$90	\$9			\$344	\$5,825
City of Bakersfield	No Comparable Class													
City of Fresno	Planning Illustrator	\$3,567	\$4,307				\$658						\$62	\$5,027
City of Modesto	No Comparable Class													
City of Santa Barbara	Graphic Designer	\$4,839	\$5,882			\$49		\$848	\$79	\$10			\$85	\$6,953
City of Stockton	No Comparable Class													
City of Visalia	Graphic Artist	\$2,216	\$2,786											\$2,786
County of Fresno	No Comparable Class													
County of Kern	Graphic Artist	\$2,658	\$3,245	\$65				\$1,175					\$248	\$4,733
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	Graphic Specialist	\$3,489	\$4,252				\$393						\$325	\$4,971
Federal Government	Visual Information Specialist	\$3,061	\$4,868		\$243			\$697					\$363	\$6,171

Base Salary Median		\$4,280
Base Salary Mean		\$4,223
Percentage Above or Below Median		4.96%
Percentage Above or Below Mean		6.21%

Total Compensation Median	\$4,999
Total Compensation Mean	\$5,107
Percentage Above or Below Median	14.19%
Percentage Above or Below Mean	12.33%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Highway/Road Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Caltrans Highway Maintenance Worker	\$2,873	\$3,120					\$879	\$90	\$9			\$239	\$4,337
City of Bakersfield	No Comparable Class													
City of Fresno	Maintenance and Construction Worker	\$2,678	\$3,257				\$658						\$47	\$3,962
City of Modesto	Maintenance Worker I	\$2,649	\$3,219		\$32	\$212		\$812					\$47	\$4,322
City of Santa Barbara	Street Maintenance Worker II	\$3,263	\$3,967			\$33		\$848	\$79	\$10			\$58	\$4,995
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Road Maintenance Worker I	\$2,233	\$2,726	\$55				\$1,175					\$209	\$4,164
County of Merced	No Comparable Class													
County of San Joaquin	Maintenance Worker	\$2,648	\$3,218				\$1,477						\$246	\$4,941
County of Tulare	No Comparable Class													
Federal Government	Maintenance Worker Roads	\$2,479	\$2,701		\$135			\$697					\$201	\$3,734

Base Salary Median		\$3,219
Base Salary Mean		\$3,181
Percentage Above or Below Median		-3.16%
Percentage Above or Below Mean		-1.97%

Total Compensation Median	\$4,243
Total Compensation Mean	\$4,353
Percentage Above or Below Median	2.16%
Percentage Above or Below Mean	-0.38%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Industrial Hygienist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Industrial Hygienist	\$4,960	\$6,577					\$879	\$90	\$9			\$503	\$8,058
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Industrial Hygienist	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$7,059
Base Salary Mean		\$7,059
Percentage Above or Below Median		-7.33%
Percentage Above or Below Mean		-7.33%

Total Compensation Median	\$8,635
Total Compensation Mean	\$8,635
Percentage Above or Below Median	-7.16%
Percentage Above or Below Mean	-7.16%

Number of Comparable Matches	1
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Institutional Cook

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Correctional Supervising Cook	\$2,899	\$3,526					\$879	\$90	\$9			\$51	\$4,555
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Cook	\$2,023	\$2,584					\$642					\$198	\$3,424
County of Kern	No Comparable Class													
County of Merced	Correctional Facility Cook II	\$2,146	\$2,607	\$63				\$1,130	\$93	\$17			\$199	\$4,109
County of San Joaquin	No Comparable Class													
County of Tulare	Cook II	\$1,936	\$2,359				\$412						\$180	\$2,952
Federal Government	Cook	\$2,479	\$2,891		\$145			\$697					\$215	\$3,948

Base Salary Median		\$2,596
Base Salary Mean		\$2,610
Percentage Above or Below Median		26.39%
Percentage Above or Below Mean		25.97%

Total Compensation Median	\$3,686
Total Compensation Mean	\$3,608
Percentage Above or Below Median	19.08%
Percentage Above or Below Mean	20.79%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Insurance Investigator/Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Insurance Investigator	\$4,655	\$5,618					\$978					\$81	\$6,677
City of Bakersfield	No Comparable Class													
City of Fresno	Risk Analyst	\$4,218	\$5,106				\$658						\$74	\$5,838
City of Modesto	No Comparable Class													
City of Santa Barbara	Risk Analyst	\$5,677	\$6,900			\$57		\$848	\$79	\$10			\$100	\$7,995
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	Risk Analyst II	\$4,339	\$5,280					\$1,130	\$93	\$17			\$404	\$6,924
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		\$5,280
Base Salary Mean		\$5,762
Percentage Above or Below Median		6.02%
Percentage Above or Below Mean		-2.56%

Total Compensation Median	\$6,924
Total Compensation Mean	\$6,919
Percentage Above or Below Median	-3.69%
Percentage Above or Below Mean	-3.61%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Legal Typist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Legal Typist	\$2,894	\$3,516					\$879	\$90	\$9			\$269	\$4,763
City of Bakersfield	Administrative Analyst I	\$3,493	\$4,185			\$335		\$968					\$61	\$5,548
City of Fresno	Legal Secretary II	\$3,118	\$3,768										\$288	\$4,056
City of Modesto	Legal Secretary	\$3,264	\$3,977		\$40	\$262		\$812					\$58	\$5,149
City of Santa Barbara	Legal Secretary II	\$4,064	\$4,940										\$378	\$5,318
City of Stockton	Legal Secretary II	\$3,664	\$4,704			\$329		\$1,054					\$68	\$6,155
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Legal Secretary	\$2,781	\$3,394	\$68				\$1,175					\$260	\$4,897
County of Merced	Legal Secretary	\$2,876	\$3,500	\$63				\$1,130	\$93	\$17			\$268	\$5,070
County of San Joaquin	Legal Stenographer	\$2,933	\$3,564				\$1,477						\$273	\$5,314
County of Tulare	No Comparable Class													
Federal Government	Legal Assistant Office Automation	\$2,471	\$3,979		\$199			\$697					\$296	\$5,171

Base Salary Median		\$3,977
Base Salary Mean		\$4,001
Percentage Above or Below Median		-13.11%
Percentage Above or Below Mean		-13.80%

Total Compensation Median	\$5,171
Total Compensation Mean	\$5,187
Percentage Above or Below Median	-8.57%
Percentage Above or Below Mean	-8.89%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Librarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Librarian	\$4,195	\$5,097					\$879	\$90	\$9			\$390	\$6,465
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	Librarian II	\$4,208	\$5,115			\$43		\$848	\$79	\$10			\$74	\$6,169
City of Stockton	Librarian II	\$3,552	\$5,303			\$371		\$1,054					\$77	\$6,805
City of Visalia	No Comparable Class													
County of Fresno	Librarian II	\$3,637	\$4,643					\$642					\$355	\$5,640
County of Kern	Librarian II	\$3,568	\$4,356	\$87				\$1,175					\$333	\$5,951
County of Merced	Librarian II	\$3,269	\$3,975					\$1,130	\$93	\$17			\$304	\$5,519
County of San Joaquin	No Comparable Class													
County of Tulare	Librarian III	\$3,391	\$4,133				\$391						\$316	\$4,840
Federal Government	No Comparable Class													

Base Salary Median		\$4,500
Base Salary Mean		\$4,588
Percentage Above or Below Median		11.72%
Percentage Above or Below Mean		10.00%

Total Compensation Median	\$5,796
Total Compensation Mean	\$5,821
Percentage Above or Below Median	10.35%
Percentage Above or Below Mean	9.96%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Licensed Psychiatric Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Licensed Psychiatric Technician	\$3,033	\$3,649					\$978					\$53	\$4,680
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Psychiatric Technician II	\$2,732	\$3,488					\$642					\$267	\$4,397
County of Kern	No Comparable Class													
County of Merced	Licensed Mental Health Worker	\$3,415	\$4,153					\$1,130	\$93	\$17			\$318	\$5,711
County of San Joaquin	Senior Psychiatric Technician	\$3,378	\$4,105				\$1,477						\$314	\$5,896
County of Tulare	Mental Health Technician II	\$2,623	\$3,196				\$463						\$244	\$3,903
Federal Government	No Comparable Class													

Base Salary Median		\$3,797
Base Salary Mean		\$3,736
Percentage Above or Below Median		-4.04%
Percentage Above or Below Mean		-2.37%

Total Compensation Median	\$5,054
Total Compensation Mean	\$4,977
Percentage Above or Below Median	-7.99%
Percentage Above or Below Mean	-6.34%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Maintenance Mechanic

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Maintenance Mechanic	\$3,835	\$4,207					\$879	\$90	\$9			\$322	\$5,507
City of Bakersfield	No Comparable Class													
City of Fresno	Air Conditioning Mechanic	\$5,382	\$5,382				\$658						\$78	\$6,118
City of Modesto	Building Maintenance Mechanic	\$3,308	\$4,021		\$40	\$265		\$812					\$58	\$5,197
City of Santa Barbara	No Comparable Class													
City of Stockton	HVAC Mechanic	\$4,093	\$5,001			\$350		\$1,415					\$73	\$6,839
City of Visalia	No Comparable Class													
County of Fresno	Air Conditioning Mechanic	\$4,069	\$4,272					\$642					\$327	\$5,241
County of Kern	Air Conditioner Mechanic	\$3,294	\$4,022	\$80				\$1,175					\$308	\$5,585
County of Merced	Building Maintenance Worker III	\$2,962	\$3,604	\$63				\$1,130	\$93	\$17			\$276	\$5,182
County of San Joaquin	Crafts Worker III	\$3,742	\$4,548				\$1,477						\$348	\$6,373
County of Tulare	Air Conditioner Mechanic	\$2,935	\$3,577				\$485						\$274	\$4,336
Federal Government	AC Equipment Mechanic	\$3,387	\$3,952		\$198			\$697					\$294	\$5,141

Base Salary Median		\$4,022
Base Salary Mean		\$4,264
Percentage Above or Below Median		4.40%
Percentage Above or Below Mean		-1.36%

Total Compensation Median	\$5,241
Total Compensation Mean	\$5,557
Percentage Above or Below Median	4.83%
Percentage Above or Below Mean	-0.91%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Pharmacy Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Pharmacy Technician	\$2,638	\$3,209					\$879	\$90	\$9			\$245	\$4,432
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Pharmacy Technician	\$2,672	\$3,262	\$65				\$1,175					\$250	\$4,752
County of Merced	No Comparable Class													
County of San Joaquin	Pharmacy Technician II	\$2,740	\$3,330				\$1,477						\$255	\$5,062
County of Tulare	No Comparable Class													
Federal Government	Pharmacy Technician	\$2,755	\$3,581		\$179			\$697					\$267	\$4,724

Base Salary Median		\$3,330
Base Salary Mean		\$3,391
Percentage Above or Below Median		-3.77%
Percentage Above or Below Mean		-5.67%

Total Compensation Median	\$4,752
Total Compensation Mean	\$4,846
Percentage Above or Below Median	-7.20%
Percentage Above or Below Mean	-9.32%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Plumber

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Plumber I	\$3,828	\$4,201					\$879	\$90	\$9			\$321	\$5,500
City of Bakersfield	No Comparable Class													
City of Fresno	Plumber	\$4,868	\$4,868				\$658						\$71	\$5,597
City of Modesto	Building Maintenance Mechanic	\$3,308	\$4,021		\$40	\$265		\$812					\$58	\$5,197
City of Santa Barbara	Plumber	\$4,084	\$4,965			\$41		\$848	\$79	\$10			\$72	\$6,015
City of Stockton	Craft Maintenance Worker II	\$3,699	\$4,520			\$316		\$1,415					\$66	\$6,317
City of Visalia	No Comparable Class													
County of Fresno	Maintenance Plumber	\$4,069	\$4,272					\$642					\$327	\$5,241
County of Kern	Maintenance Plumber	\$3,294	\$4,022	\$80				\$1,175					\$308	\$5,585
County of Merced	Building Maintenance Worker III	\$2,962	\$3,604	\$63				\$1,130	\$93	\$17			\$276	\$5,182
County of San Joaquin	Crafts Worker III	\$3,742	\$4,548				\$1,477						\$348	\$6,373
County of Tulare	No Comparable Class													
Federal Government	Plumber	\$3,205	\$3,742		\$187			\$697					\$279	\$4,905

Base Salary Median		\$4,272
Base Salary Mean		\$4,285
Percentage Above or Below Median		-1.69%
Percentage Above or Below Mean		-1.99%

Total Compensation Median	\$5,585
Total Compensation Mean	\$5,601
Percentage Above or Below Median	-1.54%
Percentage Above or Below Mean	-1.83%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Public Health Microbiologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Public Health Microbiologist	\$4,700	\$6,139					\$879	\$90	\$9			\$470	\$7,587
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Senior Public Health Microbiologist	\$4,170	\$5,067					\$642					\$388	\$6,097
County of Kern	Microbiologist	\$5,702	\$6,961	\$139				\$1,175					\$533	\$8,808
County of Merced	Public Health Microbiologist II	\$4,557	\$5,545					\$1,130	\$93	\$17			\$424	\$7,209
County of San Joaquin	Senior Public Health Microbiologist	\$4,684	\$5,802				\$1,394						\$444	\$7,640
County of Tulare	Public Health Microbiologist II	\$4,723	\$5,756				\$423						\$440	\$6,620
Federal Government	Microbiologist	\$3,744	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$5,779
Base Salary Mean		\$6,032
Percentage Above or Below Median		5.86%
Percentage Above or Below Mean		1.75%

Total Compensation Median	\$7,425
Total Compensation Mean	\$7,501
Percentage Above or Below Median	2.14%
Percentage Above or Below Mean	1.12%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Research Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Analyst II	\$4,619	\$5,616					\$879	\$90	\$9			\$430	\$7,024
City of Bakersfield	No Comparable Class													
City of Fresno	Management Analyst II	\$3,838	\$4,645				\$658						\$67	\$5,370
City of Modesto	Administrative Analyst II	\$4,797	\$5,845		\$58	\$386		\$812					\$85	\$7,186
City of Santa Barbara	Administrative Analyst II	\$5,791	\$7,039			\$59		\$848	\$79	\$10			\$102	\$8,137
City of Stockton	Administrative Analyst II	\$4,131	\$5,303			\$371		\$1,054					\$77	\$6,805
City of Visalia	Senior Administrative Analyst	\$3,786	\$4,760					\$950					\$69	\$5,779
County of Fresno	Staff Analyst II	\$3,735	\$4,541					\$642					\$347	\$5,530
County of Kern	Department Analyst II	\$3,463	\$4,227	\$85				\$1,175					\$323	\$5,810
County of Merced	Staff Services Analyst II	\$4,032	\$4,905	\$63				\$1,130	\$93	\$17			\$375	\$6,583
County of San Joaquin	Management Analyst II	\$4,616	\$5,611				\$1,394						\$429	\$7,434
County of Tulare	No Comparable Class													
Federal Government	Statistician	\$3,744	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$5,104
Base Salary Mean		\$5,394
Percentage Above or Below Median		9.12%
Percentage Above or Below Mean		3.96%

Total Compensation Median	\$6,694
Total Compensation Mean	\$6,727
Percentage Above or Below Median	4.69%
Percentage Above or Below Mean	4.22%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Research Scientist (Master's Degree req'd)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Scientist III	\$5,796	\$7,044					\$879	\$90	\$9			\$539	\$8,561
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Public Health Epidemiologist	\$3,695	\$4,511	\$90				\$1,175					\$345	\$6,121
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		\$4,511
Base Salary Mean		\$4,511
Percentage Above or Below Median		35.96%
Percentage Above or Below Mean		35.96%

Total Compensation Median	\$6,121
Total Compensation Mean	\$6,121
Percentage Above or Below Median	28.50%
Percentage Above or Below Mean	28.50%

Number of Comparable Matches	1
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Safety Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Safety Engineer	\$6,271	\$7,616					\$901	\$90	\$9			\$583	\$9,199
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	County Safety Officer	\$4,031	\$4,912				\$407						\$376	\$5,694
Federal Government	Safety and Occupational Health Specialist	\$3,744	\$5,890		\$295			\$697					\$439	\$7,320

Base Salary Median		\$5,401
Base Salary Mean		\$5,401
Percentage Above or Below Median		29.08%
Percentage Above or Below Mean		29.08%

Total Compensation Median	\$6,507
Total Compensation Mean	\$6,507
Percentage Above or Below Median	29.26%
Percentage Above or Below Mean	29.26%

Number of Comparable Matches	2
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Security Guard

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Security Guard	\$2,173	\$2,639					\$879	\$90	\$9			\$202	\$3,819
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	Security Officer	\$2,649	\$3,219		\$32	\$212		\$812					\$47	\$4,322
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	Security Officer II	\$2,086	\$2,665					\$642					\$204	\$3,511
County of Kern	Security Attendant II	\$2,072	\$2,529	\$51				\$1,175					\$193	\$3,948
County of Merced	No Comparable Class													
County of San Joaquin	Security Worker	\$2,189	\$2,661				\$1,477						\$204	\$4,342
County of Tulare	No Comparable Class													
Federal Government	Security Guard	\$2,209	\$3,212		\$161			\$697					\$239	\$4,309

Base Salary Median		\$2,665
Base Salary Mean		\$2,857
Percentage Above or Below Median		-0.99%
Percentage Above or Below Mean		-8.27%

Total Compensation Median	\$4,309
Total Compensation Mean	\$4,086
Percentage Above or Below Median	-12.83%
Percentage Above or Below Mean	-7.00%

Number of Comparable Matches	5
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Senior Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Transportation Engineer/1st Supervisor	\$7,377	\$8,965					\$1,013					\$634	\$10,612
City of Bakersfield	Civil Engineer IV	\$7,623	\$9,266			\$741		\$968					\$134	\$11,110
City of Fresno	Supervising Professional Engineer	\$6,476	\$7,853				\$658						\$114	\$8,625
City of Modesto	Associate Traffic Engineer	\$6,451	\$7,860		\$79	\$519		\$812					\$114	\$9,383
City of Santa Barbara	No Comparable Class													
City of Stockton	Associate Traffic Engineer	\$5,997	\$7,699			\$539		\$1,054					\$112	\$9,404
City of Visalia	No Comparable Class													
County of Fresno	Senior Engineer	\$6,170	\$7,501					\$642					\$574	\$8,717
County of Kern	Supervisory Engineer	\$6,722	\$8,207	\$164				\$1,175					\$623	\$10,169
County of Merced	Supervising Engineer	\$6,880	\$8,362	\$63				\$1,130	\$93	\$17			\$625	\$10,289
County of San Joaquin	Engineer V	\$6,559	\$7,975		\$80		\$1,534						\$610	\$10,199
County of Tulare	Engineer IV	\$6,161	\$7,509				\$459						\$574	\$8,542
Federal Government	Civil - Highway Engineer	\$4,848	\$6,256		\$313			\$697					\$466	\$7,732

Base Salary Median		\$7,857
Base Salary Mean		\$7,849
Percentage Above or Below Median		12.36%
Percentage Above or Below Mean		12.45%

Total Compensation Median	\$9,393
Total Compensation Mean	\$9,417
Percentage Above or Below Median	11.48%
Percentage Above or Below Mean	11.26%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Staff Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Analyst	\$3,658	\$4,446					\$879	\$90	\$9			\$340	\$5,764
City of Bakersfield	Administrative Analyst I	\$3,813	\$4,634			\$371		\$968					\$67	\$6,040
City of Fresno	Management Analyst I	\$3,130	\$3,788				\$658						\$55	\$4,501
City of Modesto	Administrative Analyst I	\$4,136	\$5,845		\$58	\$386		\$812					\$85	\$7,186
City of Santa Barbara	Administrative Analyst I	\$5,061	\$6,152			\$51		\$848	\$79	\$10			\$89	\$7,229
City of Stockton	Administrative Analyst I	\$3,552	\$4,560			\$319		\$1,054					\$66	\$5,999
City of Visalia	Administrative Analyst	\$3,327	\$4,182					\$880					\$61	\$5,123
County of Fresno	Staff Analyst I / I-A	\$3,364	\$4,092					\$642					\$313	\$5,047
County of Kern	Department Analyst I	\$3,213	\$3,923	\$78				\$1,175					\$300	\$5,477
County of Merced	Staff Services Analyst I	\$3,252	\$3,954					\$1,130	\$93	\$17			\$302	\$5,496
County of San Joaquin	Management Analyst I	\$3,564	\$4,332				\$1,394						\$331	\$6,057
County of Tulare	Staff Services Analyst I	\$3,170	\$3,863				\$386						\$296	\$4,544
Federal Government	Management Analyst	\$3,744	\$4,868		\$243			\$697					\$363	\$6,171

Base Salary Median		\$4,257
Base Salary Mean		\$4,516
Percentage Above or Below Median		4.25%
Percentage Above or Below Mean		-1.58%

Total Compensation Median	\$5,748
Total Compensation Mean	\$5,739
Percentage Above or Below Median	0.28%
Percentage Above or Below Mean	0.43%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Staff Services Manager I

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Manager I	\$5,079	\$6,127					\$1,013					\$469	\$7,609
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	Principal Administrative analyst	\$5,547	\$7,122			\$499		\$1,054					\$103	\$8,778
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Supervisory Department Analyst	\$4,082	\$4,984	\$100				\$1,175					\$381	\$6,640
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	Health and Human Services Agency Unit Manager I	\$4,382	\$5,340				\$415						\$409	\$6,164
Federal Government	No Comparable Class													

Base Salary Median		\$5,340
Base Salary Mean		\$5,815
Percentage Above or Below Median		12.84%
Percentage Above or Below Mean		5.09%

Total Compensation Median	\$6,640
Total Compensation Mean	\$7,194
Percentage Above or Below Median	12.73%
Percentage Above or Below Mean	5.45%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Supervising Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Supervising Biologist	\$5,715	\$6,897					\$1,013					\$528	\$8,438
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	No Comparable Class													
County of Merced	No Comparable Class													
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Supervising Biologist	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$7,059
Base Salary Mean		\$7,059
Percentage Above or Below Median		-2.35%
Percentage Above or Below Mean		-2.35%

Total Compensation Median	\$8,635
Total Compensation Mean	\$8,635
Percentage Above or Below Median	-2.34%
Percentage Above or Below Mean	-2.34%

Number of Comparable Matches	1
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Transportation Engineer	\$6,270	\$7,617					\$901	\$90	\$9			\$583	\$9,200
City of Bakersfield	No Comparable Class													
City of Fresno	Professional Engineer	\$5,704	\$6,913				\$658						\$100	\$7,671
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	Assistant Traffic Engineer	\$5,955	\$6,918			\$484		\$1,054					\$100	\$8,557
City of Visalia	Civil Engineer	\$5,359	\$6,737					\$880					\$98	\$7,715
County of Fresno	Engineer II	\$4,595	\$5,585					\$642					\$427	\$6,654
County of Kern	Engineer II	\$5,213	\$6,363	\$127				\$1,175					\$487	\$8,152
County of Merced	No Comparable Class													
County of San Joaquin	Engineer IV	\$5,805	\$7,058		\$71		\$1,534						\$540	\$9,203
County of Tulare	Engineer III	\$5,231	\$6,375				\$436						\$488	\$7,299
Federal Government	Civil - Highway Engineer	\$4,437	\$5,611		\$281			\$697					\$418	\$7,007

Base Salary Median		\$6,556
Base Salary Mean		\$6,445
Percentage Above or Below Median		13.93%
Percentage Above or Below Mean		15.39%

Total Compensation Median	\$7,693
Total Compensation Mean	\$7,782
Percentage Above or Below Median	16.38%
Percentage Above or Below Mean	15.41%

Number of Comparable Matches	8
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Veterinarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Veterinary Medical Officer III	\$5,188	\$6,575					\$879	\$90	\$9			\$503	\$8,056
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Veterinarian	\$5,934	\$7,245	\$145				\$1,175					\$554	\$9,119
County of Merced	Veterinarian	\$6,360	\$7,734					\$1,130	\$93	\$17			\$592	\$9,566
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Veterinary Medical Officer	\$5,430	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$7,245
Base Salary Mean		\$7,346
Percentage Above or Below Median		-10.19%
Percentage Above or Below Mean		-11.73%

Total Compensation Median	\$9,119
Total Compensation Mean	\$9,107
Percentage Above or Below Median	-13.20%
Percentage Above or Below Mean	-13.04%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Vocational Rehabilitation Counselor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional	\$3,894	\$4,867					\$978					\$372	\$6,217
City of Bakersfield	No Comparable Class													
City of Fresno	No Comparable Class													
City of Modesto	No Comparable Class													
City of Santa Barbara	No Comparable Class													
City of Stockton	No Comparable Class													
City of Visalia	No Comparable Class													
County of Fresno	No Comparable Class													
County of Kern	Rehabilitation Coordinator	\$4,186	\$5,110	\$102				\$1,175					\$391	\$6,778
County of Merced	Vocational Rehabilitation Counselor	\$4,276	\$5,203					\$1,130	\$93	\$17			\$398	\$6,841
County of San Joaquin	No Comparable Class													
County of Tulare	No Comparable Class													
Federal Government	Vocational Rehabilitation Counselor	\$3,744	\$7,059		\$353			\$697					\$526	\$8,635

Base Salary Median		\$5,203
Base Salary Mean		\$5,791
Percentage Above or Below Median		-6.90%
Percentage Above or Below Mean		-18.98%

Total Compensation Median	\$6,841
Total Compensation Mean	\$7,418
Percentage Above or Below Median	-10.03%
Percentage Above or Below Mean	-19.31%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007